

POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM

Section I: Agreement Details

Public Employer: BOROUGH OF ELMWOOD PARK County: Bergen

Employee Organization: PBA LOCAL 185 Employees in Unit: 38

Base Year Contract Term: 12/31/2011 New Contract Term 1/1/2012 - 12/31/14

Type of Settlement ☐ Arbitrator's Award ☐ Fact-Finder Recommendation ☒ Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous agreement)		New Base Year - Total Costs (First Year of Successor agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
Section III: Economic - Costs inside base salary				
Salary	<u>\$4,469,732</u>	N/A	<u>\$4,067,770</u>	N/A
Increment				
Longevity	<u>\$179,783</u>		<u>\$129,171</u>	

Section IV: Additional Costs

List economic items. Indicate either inside or outside base salary as agreed to between the parties.

Item Description				
Item 1	EDUCATION/ TECH	<u>\$28,520</u>	<u>\$20,495</u>	
Item 2	STIPENDS	<u>\$116,782</u>	<u>\$91,782</u>	
Item 3	OVERTIME/ COURT	<u>\$37,336</u>	<u>\$200,936</u>	
Item 4	OUTSIDE SERV/ SCHOOL	<u>\$165,663</u>	<u>\$327,575</u>	
Item 5	DWI/ CLICK IT/ OFF CHARGE	<u>\$165,160</u>	<u>\$32,875</u>	
Item 6	UNIFORMS	<u>\$30,225</u>	<u>\$25,575</u>	
Item 7	RX REIMBURSEMENT		<u>\$1,803</u>	
Item 8				
Item 9				
Any additional items list on separate sheet	Additional Items			

Section V: Totals - Sum of costs in each column

	<u>\$5,193,201</u>		<u>\$4,896,179</u>	<u>\$1,803</u>
	(Total Economic) Section III & IV	(Total Non-salary Economic)	(Total Economic) Section III & IV	(Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year(previous agreement)	<u>\$5,193,201</u>			
Effective Date (m/d/yyyy)	<u>1/1/2012</u>	<u>1/1/2013</u>	<u>1/1/2014</u>	
Percent Increase	<u>5%</u>	<u>5%</u>	<u>7%</u>	
Actual dollar increase	<u>\$297,022</u>	<u>\$302,817</u>	<u>\$411,576</u>	
Total Economic Costs (successor agreement)	<u>\$5,490,223</u>	<u>\$5,793,040</u>	<u>\$6,204,616</u>	

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 5.66%

Dollar Impact (average per year over term of agreement) \$337,138

Section VIII

Medical Costs	Base Year	Year 1		
Cost of Health Plan	<u>\$632,781</u>	<u>\$683,348</u>	<u>\$759,276</u>	<u>\$828,000</u>
Employee Contributions	<u>\$58,641</u>	<u>\$75,505</u>	<u>\$60,130</u>	
Prescription				
Dental				
Vision				

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

Section IX

Prepared by: Roy Kilduff Title: CEO

Signature: [Signature] Date: 7-23-15